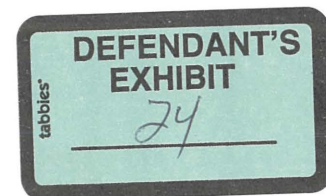




Office of the Provost

February 28, 2022

Professor Bryan Pesta
26845 Chapel Hill Dr
North Olmsted OH 44070



Dear Professor Pesta,

By letter dated January 13, 2022, I notified you that I proposed to dismiss you from the University faculty because of the severity of your research misconduct. The ad hoc committee formed pursuant to Article 8.2 of the Collective Bargaining Agreement (CBA) has completed its hearing and deliberation of charges of research misconduct against you based on the CSU Research Misconduct Policies (3344-28). The committee voted unanimously in support of my recommendation of dismissal.

The ad hoc committee carefully and thoughtfully considered all relevant facts and circumstances. After doing so, the committee concluded that dismissal is the appropriate sanction based on your research misconduct. Based on all of the facts, including the ad hoc committee's recommendation, I have decided to accept the ad hoc committee report and proceed with your dismissal.

This letter serves as a formal notice that your employment as a tenured Professor in the Department of Management at Cleveland State University will be terminated immediately. You will need to schedule a day and time to remove your personal property from your office; please contact Dean Ken Kahn to do so. Effective as of Friday, March 4, 2022, you will no longer have any of the rights and privileges afforded to the members of the University faculty. The University process that describes the responsibilities of an employee who is separating from the University is enclosed. Please follow all of the provisions of this process, which includes returning all CSU property, including keys and laptop, to your Department Chair Dr. Timothy DeGroot by Friday, March 4, 2022. You will also need to pay any outstanding balances owed to the university (i.e., parking fines and library fees).

Even though your termination is effective immediately, you may appeal my decision following article 8.4 of the CBA, which I have included in relevant part below for your information:

8.4 Dismissals and suspensions may be appealed by the CSU-AAUP directly to the President of the University not later than fifteen (15) University working days from the effective date of dismissal or suspension. Grievances of dismissals and suspensions shall be appealed directly

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to Level IV of the grievance procedure set forth in this Agreement not later than fifteen (15) University working days from the effective date of the dismissal or sanction involving suspension.

If you have questions about your rights, please contact the CSU-AAUP.

Sincerely,

A handwritten signature in black ink, appearing to read "Laura Bloomberg". The signature is fluid and cursive, with the first name "Laura" and last name "Bloomberg" clearly distinguishable.

Laura Bloomberg, Ph.D.

Provost and Senior Vice President for Academic Affairs

cc:

Cheryl Bracken, Vice Provost for Faculty Affairs
Kenneth Kahn, Dean, Monte Ahuja College of Business
Meredith Bond, Interim Vice President, Research and Innovation
Timothy DeGroot, Chair, Department of Management
Donald Allensworth-Davies, President CSU – AAUP
LaJuan Flores, Interim Director and Title IX Coordinator (OIE)
Jeanell Hughes, Vice President, Human Resources